Learning Community Trust

Severndale Academy

Equality Objectives and Public Sector Equality Duty Report
Year 1 Annual Impact Report

Our Mission
Providing a formidable education, within the classroom and beyond, to inspire the next generation of global citizens.

Our Vision
Developing compassionate, resilient and inspirational young people who can thrive within an ever-changing global community.

During the first year of the Trust's four-year Equality Objectives and Public Sector Equality Duty plan, Severndale Academy have worked to implement change aligned to our Trust's objectives. Our focus, in line with our Trust, has been on promoting equality, fostering inclusion, and creating safe, equitable environments for all stakeholders. This report summarises the actions taken and the impact achieved across three key objectives.

Objective 1: Promoting Equality in Access, Success, Progression, and Outcomes for Pupils with Protected Characteristics

In the last year, we have refined our curriculum across all pathways to ensure learner needs are met and appropriate challenge is in place. At all stages of our curriculum and across subjects we ensure that we present the diversity of our communities through the texts that we use in classes, the resources that we use to support learning and the topics that make up our curriculum. From Nursery to Post-19, we explore how those people around us, represent a broad range of races, cultures, beliefs, family make ups and orientations. As a SEND setting, inclusivity is paramount to the culture of the academy and so we celebrate diversity in all its forms.

Inclusive Positive Behaviour Support (including pastoral) are well established and support positive outcomes.

Objective 2: Building an Inclusive Workplace that Attracts Diverse Talent and Fosters Respect

Inclusive shortlisting protocols are in place, and initial CPD modules on inclusive leadership have been completed by senior staff. Our staff teams attend professional networks with colleagues across the Trust and are encouraged to participate in whole Trust working parties, fostering collaboration and shared learning. We have a staff buddy programme that ensures that all staff have a supportive colleague from the moment they enter the building.

Our staff council and wellbeing team, which creates a wellbeing programme that considers accessibility for all staff, includes colleagues from across teams, departments, roles and pathways fostering positive whole school culture. We have developed an inclusive induction system with CPD broken down into small steps which ensures that all staff have the initial knowledge and strategies to excel in the workplace and integrated this with the online training the Trust has put into place.

Objective 3: Nurturing Safe, Open, and Equitable Working and Learning Environments

Severndale Academy uses a trauma informed approach towards staff, learners, families and visitors, and uses a postive behaviour support approach, integrating restorative practice across the school at a level appropriate for the needs of learners.

Equality, Diveristy and Inclusion training was undertaken by the whole staff team, and a pilot of Disability Passports for staff has been effective for key staff in ensuring they are heard, understood and included via reasonable adjustments.

The student council, restorative practice working group, and positive behaviour support team are all strong representations of the culture in our Academy.

Summary and Next Steps

As a 2-25 SEND Specialist Academy, which includes learners from across the county and beyond with a wide range of SEND, we have refined our structures and processes to ensure learner voice is heard and understood, and all staff are included in developing the school community. All staff are asked to participate in developing the academy development plan and are invited to be part of new projects such as restorative practice.

Through these actions, we will continue to advance equality, inclusion, and equity for all members of our Academy community.